

MEETING

Members of the UCD American Federation of Teachers Local will meet November 20, 1985, from 4:00-6:00 PM in the Conference Room, Cal Aggie House, 433 Russell Blvd.

UC/AFT BEGINS RESEARCH UNIT CAMPAIGN

by Norman K. Holsinger
AFT Project Representative

The University Council/AFT initiated its campaign to represent 4,600 researchers and professionals (Unit 19) at the University of California, on August 10. The election, scheduled for January 10-30, will determine if researchers and professionals will be participants in the collective bargaining process under the provisions of the Higher Education Employer-Employee Relations Act (HEERA).

A vote for the University Council/AFT will mean researchers and professionals will sit down at a table with management as equals to reach an agreement clarifying professional guidelines which result in fairer treatment and place limits on discrimination.

The ballot alternative is "no representation." A vote for no representation will mean that the university will continue to make unilateral decisions concerning working and professional issues with at best advisory input from those who are affected.

The academics included in Unit 19 are researchers, specialists, agronomists, coordinators of public programs, continuing education specialists, post graduate researchers, and others who are not members of the Senate.

Unit 19 is composed of approximately 25 percent post graduate researchers, nearly 5 percent continuing education specialists and coordinators of public programs, and 70 percent in general titles (specialists, assistant researchers, associate researchers, researchers, staff research scientists, agronomists, etc.). Forty-eight percent of those in the unit have less than

three service with UC, while nearly 18 percent have been employed in the system for greater than six years. Many, like post graduate researchers, have come to accept the temporary nature of their employment as status quo.

Job security, income protection between grants, a voice in research operations at both the project and university levels, flexible assignment, right to be a principal investigator with standardized criteria governing that status, professional recognition of one's work, greater access to sabbaticals, and the right to an effective process for settling problems such as a binding grievance procedure are issues persistently raised by these academics often trapped in second class positions.

The campaign is built on the premise that becoming a member of UC/AFT is the most concrete way that people can demonstrate support for the union. When both campaign staff and UC/AFT members approach researchers and professionals in the unit, they are asking these potential voters to join the organization. Already, membership among those in Unit 19 has grown four fold.

Staff have carried the campaign to Berkeley, LBL, San Francisco, and Davis in the north. In the south, the campaign has begun at Irvine and Santa Barbara with Los Angeles, San Diego, and Riverside scheduled during the remainder of September and early October.

Campus organizing meetings are being called. UC/AFT members who wish to become active on their respective campuses are being urged to contact researchers and professionals in their departments about the issues and about membership.

Members of the Davis local wishing to help the campaign should contact Jack Milton, Mathematics Department, or call the statewide office at (415) 929-1948.

ESL INSTRUCTORS By Ruth Israel

Instructors of English as a Second Language (ESL) are currently excluded from all collective bar-

gaining units. University Council/AFT recently filed a unit modification request with PERB (Public Employment Relations Board) asking that all UC system ESL instructors be included in Unit 18 (non-senate faculty). PERB denied the request but suggested that it would be willing to hold hearings on a request for a separate statewide unit composed only of ESL instructors. UC systemwide ESL instructors are currently conferring to prepare strategy for organizing their own unit.

Who are these instructors and what is their unique situation? They are all highly trained and experienced ESL specialists with advanced degrees. On the Davis campus the English for Foreign Students Program has operated as a full-time program for nine years. Classes are held four to five hours a day, five days a week, for all three academic quarters plus two summer quarters.

A core group of instructors has been employed full-time (20 contact hours with four different preparations) for six to nine years. Employment in the EFS program is this core faculty's only employment and sole source of income. Nevertheless, they are paid on an hourly basis and are hired, on a by-agreement contract, for a maximum period of ten weeks.

The inequities resulting from these conditions are clear. ESL instructors have no assurance of continuity of employment and are denied all benefits. They are not covered by a health plan or dental plan and are ineligible for the UC retirement system. Not only does the university fail to contribute to social security for these instructors, but they are prohibited from contributing to the social security system themselves. In effect, they are completely locked out of all pension and retirement systems.

All attempts to redress these grievances by meeting with University Extension administration have failed. The administration has remained intransigent, although the ESL instructors emphasized that their program has been consistently profitable and could well afford to correct the financial inequities. The instructors cited the fact that in the two year period from 1982-1984 the English for Foreign Students Program, with a full-time equivalent faculty of only eleven instructors, had contributed

\$349,197 in profits and overhead to University Extension!

UC Davis ESL instructors have reiterated their determination to obtain their basic rights as employees--participation in the collective bargaining process, nine month contracts, and a full benefits package. They continue to stress their long-term commitment to the development and success of their program and they ask, "Where is the University's commitment to us?"

UNIT 18 - NON-SENATE FACULTY UPDATE By Barbara Sommer

The University Council/AFT (UC/AFT), Non-Senate Faculty Bargaining team, and the University continue to negotiate issues pertinent to Unit 18. The unit is termed the Non-senate Instructional Unit and includes Visiting Lecturers, Adjunct Lecturers, Supervisors of Education and of Physical Education, and other miscellaneous titles. The negotiations have now moved into their third stage--a discussion of what most unit members feel are the more substantive issues: matters of academic responsibility, i.e., shared governance and committee structure and participation; academic freedom; and job security. The negotiators have begun weekly meetings at UC, Berkeley.

The co-chief negotiators for the UC/AFT bargaining team are Marde Gregory and Roz Spafford. Spafford is an Adjunct Lecturer at UC, Santa Cruz. Gregory is a Visiting/Adjunct Lecturer at UCLA, and she does the negotiating at the table. According to Gregory, only the two chief negotiators talk during the bargaining session. The head of the university team is Robert Bickal, a specialist in labor relations from UCSC. In addition to Gregory and Spafford, there are three other members of the union team who regularly attend sessions. On the university side of the table, there are approximately 19 representatives, although their number varies. Team members observe the negotiations and participate in caucuses, but speak only when released by their chief negotiator.

Bi-weekly meetings began in May 1984, following the election earlier that year (January) in which non-senate faculty voted for union representation for collective bargaining. According to UC/AFT team members, a major issue during the first year of negotiations was their

insistence in the face of resistance from the university upon the professional status of unit members - that these were faculty who perform a substantial and significant role. Team member, Gary Adest (UCSD), stated that unit 18 members instruct a majority of undergraduate classes at Davis, are responsible for 67% of all undergraduate credit courses at Santa Barbara, and meet about half of all lower-division contact hours at Santa Cruz. They also teach upper division and graduate courses, and some sit on graduate thesis committees.

While the substantive issues remain to be settled, there has been tentative agreement on five contract clauses concerning relatively minor issues of severability (a continuation of a current agreement), resignation (allowing an employee to leave with 30 days notice), per diem (reimbursement at same rate as other faculty), successors (current agreements will stand if someone buys part of the university), and medical separation (severance rather than dismissal in cases of mental or physical conditions precluding satisfactory performance).

If members of Unit 18 are interested in attending the negotiating sessions, contact Davis Averbuck at UC Berkeley.

Announcement

This summer, the issue of benefits was brought to Unit 18 members' attention by a letter from the University dated Aug. 22, 1985. The letter advises members of benefits which will not be received. The UC/AFT position is that benefits must be considered in a package along with salary. Note that these benefits would not be available to Visiting Lecturers with appointments of less than 50%, even if the UC/AFT had agreed to them. See the current issue of Off the Track for more detailed information.

REPORT FROM UNIVERSITY COUNCIL/AFT

by Nancy Elnor
UC/AFT President

(1) UC/AFT CONSTITUTION

At the Oct. 5, 1985, Council meeting, a draft Constitutional revision was circulated. Major changes include: (1) The Council becoming a statewide local (instead of 9 autonomous locals); (2) V.P.'s

elected by statewide membership from their respective units for each exclusively representative collective bargaining unit (to replace the northern and southern V.P.'s); (3) An Exec. V.P., Pres., Sec., and Treasurer elected by direct membership vote statewide; (4) Establishing standing committees, including Grievance and Legal, Finance & Budget, Health and Safety, Benefits Programs, Membership, Political Action.

(2) Ad Hoc Committees

The Council's considered re-establishing the following committees: Political Action (PAC), chair: David Brody (D) and Ken Lane (B); Health & Safety, chair: Evelyn Kiresen (B); Benefits Programs (see below); Open Files, chair: Pat St. Lawrence (B), and Paul Goodman (D); ELP-UNEX, chair: Adele Bonowitz, (B), and Lida Baker (LA); Finance and Budget, chair: Joel Westman, (I); and Membership, chair: James Campbell (SB). All of the committees above have been re-established except the PAC.

(3) INTER-UNION BENEFITS PROGRAMS

LOCAL 1474 (UC Berkeley) has moved for the re-establishment of a Benefits Programs Committee, chaired by Bruce Poyer (B), which will call for an inter-union committee on benefits programs. It will now move forward to invite other unions at UC to join with UC-AFT in forming this committee. The Inter-Union Committee is to be charged with presenting to the University those positions on which the various unions can agree, identifying and informing the various unions of issues and problems related to benefits programs, drafting contract language to be proposed by the various unions in collective bargaining negotiations, and formulating uniform goals and specific proposals based upon agreement among the several unions.

(4) ATTORNEY HIRING POLICY REVISED

The delegates also voted a change in the way the union has been handling its legal strategy and tactics. Basically, with rare exceptions, all legal matters will henceforth be assigned to lawyers who are not UC employees who are eligible to be members of the University Council/AFT. Independent legal counsel will be employed to advise the Council on the advisability and feasibility of undertaking legal action, and attorneys will be hired only for specific actions and within

specific Council guidelines. Of course, all current cases will be carried through to a decision.

This step signifies a shift in the union's emphasis from one which involves pursuing our goals through litigation to one which entails a renewed and reinvigorated effort to recruit into the union all members of the various units we represent or seek to represent. Litigation will be employed whenever exigent circumstances demand urgent action. Our main focus, however, will be on the building of our organization. We will increase our paid membership, expand the participation of members in the union's work, and strive to create a democratic, grassroots movement involving all members of the union to the limit of their abilities.

Of course, it would be ideal were we able to afford both a broad-based legal contest with the University, engaging it in extensive litigation, and vigorous and sustained membership drive. In fact, however, we cannot afford such a two-front war.

Having to choose to allocate our limited resources between these two alternatives has not been easy. In fact, it has caused division within the union itself. With all good will and the highest motivation, the different organizational interests and perspectives of those who are active within the union can create rifts within the group. This is especially the case when those perspectives and positions have not been fully articulated and spread before the entire membership for their consideration.

Hopefully, as the decision of the Council indicates, a broad consensus has been reached on the necessity of bringing into the union the greatest number of active, dues-paying members. This will require much hard, unglamorous, sustained effort on the part of our

present members. We shall need volunteers to staff phone banks, to visit people in their offices, to help with the newsletters and lab representatives, to serve on committees, to get others to attend meetings, and to participate in all union activities.

Only when we have full participation, and a fully mobilized membership, will we be able to successfully argue our cause to the University. And only then will we be able to afford, if need be, the litigation which the University delights in forcing upon us. Remember that in dealing with the University "Fiat Lux" means: "What's your clout?" We have justice on our side--but we need numbers too. Our clout is our membership strength and participation. Get active today. Sign-up a new member every week.

RESEARCH UNIT 19 COLLECTIVE BARGAINING

Vincent Russell, AFT National Representative, and campaign co-coordinator, has reported on progress statewide. First round of voter assessments will be in by the end of November. We will then be able to target voters who are not yet committed to a position -- and re-approach them. We are running a comfortable margin, and recruitment is proceeding.



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